

94-3017 , 06/11/02
 FOR OFFICIAL USE ONLY BY FEDERAL AGENCIES PARTICIPATING IN MOU WITH DOL
 WASHINGTON D.C. 20210

William W.Gross Director	Division of Wage Determinations	Wage Determination No.: 1994-3017 Revision No.: 2 Date Of Last Revision: 06/05/2002
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State: West Virginia

Area: West Virginia Counties of Berkeley, Jefferson

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION TITLE	MINIMUM WAGE RATE
Administrative Support and Clerical Occupations	
Accounting Clerk I	7.14
Accounting Clerk II	9.02
Accounting Clerk III	14.26
Accounting Clerk IV	15.96
Court Reporter	14.94
Dispatcher, Motor Vehicle	14.63
Document Preparation Clerk	11.27
Duplicating Machine Operator	11.13
Film/Tape Librarian	13.44
General Clerk I	9.53
General Clerk II	10.71
General Clerk III	13.42
General Clerk IV	15.07
Housing Referral Assistant	17.28
Key Entry Operator I	8.28
Key Entry Operator II	12.18
Messenger (Courier)	8.73
Order Clerk I	8.61
Order Clerk II	10.37
Personnel Assistant (Employment) I	10.98
Personnel Assistant (Employment) II	12.32
Personnel Assistant (Employment) III	15.43
Personnel Assistant (Employment) IV	17.34
Production Control Clerk	16.89
Rental Clerk	14.53
Scheduler, Maintenance	14.06
Secretary I	14.71
Secretary II	15.13
Secretary III	18.49
Secretary IV	19.27
Secretary V	23.00
Service Order Dispatcher	14.06
Stenographer I	11.64
Stenographer II	14.06

Supply Technician	18.78
Survey Worker (Interviewer)	14.94
Switchboard Operator-Receptionist	9.49
Test Examiner	14.94
Test Proctor	14.94
Travel Clerk I	10.59
Travel Clerk II	12.08
Travel Clerk III	12.89
Word Processor I	11.80
Word Processor II	14.22
Word Processor III	15.75
Automatic Data Processing Occupations	
Computer Data Librarian	11.34
Computer Operator I	10.66
Computer Operator II	11.94
Computer Operator III	13.30
Computer Operator IV	14.77
Computer Operator V	16.37
Computer Programmer I (1)	14.86
Computer Programmer II (1)	18.39
Computer Programmer III (1)	22.50
Computer Programmer IV (1)	27.23
Computer Systems Analyst I (1)	20.82
Computer Systems Analyst II (1)	25.18
Computer Systems Analyst III (1)	27.62
Peripheral Equipment Operator	11.64
Automotive Service Occupations	
Automotive Body Repairer, Fiberglass	19.28
Automotive Glass Installer	15.42
Automotive Worker	16.43
Electrician, Automotive	16.97
Mobile Equipment Servicer	15.24
Motor Equipment Metal Mechanic	17.62
Motor Equipment Metal Worker	16.43
Motor Vehicle Mechanic	17.62
Motor Vehicle Mechanic Helper	14.59
Motor Vehicle Upholstery Worker	15.86
Motor Vehicle Wrecker	15.88
Painter, Automotive	17.03
Radiator Repair Specialist	16.43
Tire Repairer	12.55
Transmission Repair Specialist	17.63
Food Preparation and Service Occupations	
Baker	10.88
Cook I	9.60
Cook II	10.38
Dishwasher	8.40
Food Service Worker	8.36
Meat Cutter	11.88
Waiter/Waitress	7.65

Furniture Maintenance and Repair Occupations	
Electrostatic Spray Painter	16.19
Furniture Handler	11.58
Furniture Refinisher	14.72
Furniture Refinisher Helper	12.62
Furniture Repairer, Minor	13.71
Upholsterer	14.72
General Services and Support Occupations	
Cleaner, Vehicles	9.05
Elevator Operator	9.05
Gardener	10.75
House Keeping Aid I	8.43
House Keeping Aid II	9.05
Janitor	9.05
Laborer, Grounds Maintenance	9.67
Maid or Houseman	8.42
Pest Controller	10.42
Refuse Collector	9.05
Tractor Operator	11.07
Window Cleaner	9.68
Health Occupations	
Dental Assistant	13.83
Emergency Medical Technician (EMT)/Paramedic/Ambulance Driver	11.95
Licensed Practical Nurse I	11.02
Licensed Practical Nurse II	12.36
Licensed Practical Nurse III	13.82
Medical Assistant	11.23
Medical Laboratory Technician	12.36
Medical Record Clerk	12.36
Medical Record Technician	14.89
Nursing Assistant I	8.30
Nursing Assistant II	8.79
Nursing Assistant III	10.18
Nursing Assistant IV	11.42
Pharmacy Technician	12.19
Phlebotomist	12.36
Registered Nurse I	17.13
Registered Nurse II	20.97
Registered Nurse II, Specialist	20.97
Registered Nurse III	25.37
Registered Nurse III, Anesthetist	25.37
Registered Nurse IV	30.38
Information and Arts Occupations	
Audiovisual Librarian	18.86
Exhibits Specialist I	14.85
Exhibits Specialist II	18.39
Exhibits Specialist III	22.50
Illustrator I	14.05
Illustrator II	17.41
Illustrator III	21.29
Librarian	21.03
Library Technician	15.03

Photographer I	13.27
Photographer II	14.85
Photographer III	18.39
Photographer IV	22.50
Photographer V	27.20
Laundry, Dry Cleaning, Pressing and Related Occupations	
Assembler	7.81
Counter Attendant	7.81
Dry Cleaner	9.59
Finisher, Flatwork, Machine	7.81
Presser, Hand	7.81
Presser, Machine, Drycleaning	7.81
Presser, Machine, Shirts	7.81
Presser, Machine, Wearing Apparel, Laundry	7.81
Sewing Machine Operator	10.14
Tailor	12.43
Washer, Machine	9.31
Machine Tool Operation and Repair Occupations	
Machine-Tool Operator (Toolroom)	18.62
Tool and Die Maker	19.32
Material Handling and Packing Occupations	
Forklift Operator	13.69
Fuel Distribution System Operator	13.66
Material Coordinator	16.36
Material Expediter	16.36
Material Handling Laborer	10.35
Order Filler	10.71
Production Line Worker (Food Processing)	12.65
Shipping Packer	11.20
Shipping/Receiving Clerk	10.81
Stock Clerk (Shelf Stocker; Store Worker II)	13.62
Store Worker I	11.17
Tools and Parts Attendant	14.54
Warehouse Specialist	14.54
Mechanics and Maintenance and Repair Occupations	
Aircraft Mechanic	17.53
Aircraft Mechanic Helper	13.95
Aircraft Quality Control Inspector	18.49
Aircraft Servicer	16.12
Aircraft Worker	15.71
Appliance Mechanic	16.28
Bicycle Repairer	12.72
Cable Splicer	17.53
Carpenter, Maintenance	16.06
Carpet Layer	17.11
Electrician, Maintenance	19.28
Electronics Technician, Maintenance I	11.63
Electronics Technician, Maintenance II	19.72
Electronics Technician, Maintenance III	20.41
Fabric Worker	13.71
Fire Alarm System Mechanic	16.76
Fire Extinguisher Repairer	14.49
Fuel Distribution System Mechanic	16.76

General Maintenance Worker	14.21
Heating, Refrigeration and Air Conditioning Mechanic	17.11
Heavy Equipment Mechanic	17.41
Heavy Equipment Operator	15.00
Instrument Mechanic	17.90
Laborer	9.05
Locksmith	16.93
Machinery Maintenance Mechanic	19.28
Machinist, Maintenance	17.36
Maintenance Trades Helper	12.62
Millwright	19.28
Office Appliance Repairer	16.27
Painter, Aircraft	18.62
Painter, Maintenance	16.19
Pipefitter, Maintenance	19.04
Plumber, Maintenance	17.30
Pneudraulic Systems Mechanic	16.76
Rigger	16.65
Scale Mechanic	15.63
Sheet-Metal Worker, Maintenance	17.84
Small Engine Mechanic	14.20
Telecommunication Mechanic I	18.76
Telecommunication Mechanic II	19.41
Telephone Lineman	18.98
Welder, Combination, Maintenance	15.24
Well Driller	15.42
Woodcraft Worker	16.76
Woodworker	14.72
Miscellaneous Occupations	
Animal Caretaker	8.97
Carnival Equipment Operator	8.85
Carnival Equipment Repairer	9.26
Carnival Worker	7.24
Cashier	6.80
Desk Clerk	8.33
Embalmer	18.04
Lifeguard	9.33
Mortician	19.89
Park Attendant (Aide)	9.33
Photofinishing Worker (Photo Lab Tech., Darkroom Tech)	7.43
Recreation Specialist	9.32
Recycling Worker	10.54
Sales Clerk	7.43
School Crossing Guard (Crosswalk Attendant)	9.05
Sport Official	7.43
Survey Party Chief (Chief of Party)	10.99
Surveying Aide	6.79
Surveying Technician (Instr. Person/Surveyor Asst./Instr.)	9.33
Swimming Pool Operator	11.50
Vending Machine Attendant	10.20
Vending Machine Repairer	11.50
Vending Machine Repairer Helper	10.20

Personal Needs Occupations	
Child Care Attendant	8.33
Child Care Center Clerk	10.40
Chore Aid	8.05
Homemaker	11.55
Plant and System Operation Occupations	
Boiler Tender	19.28
Sewage Plant Operator	17.99
Stationary Engineer	19.28
Ventilation Equipment Tender	13.88
Water Treatment Plant Operator	17.99
Protective Service Occupations	
Alarm Monitor	9.13
Corrections Officer	16.48
Court Security Officer	18.84
Detention Officer	18.29
Firefighter	19.72
Guard I	8.17
Guard II	9.13
Police Officer	20.54
Stevedoring/Longshoremen Occupations	
Blocker and Bracer	14.40
Hatch Tender	14.40
Line Handler	14.40
Stevedore I	12.59
Stevedore II	13.60
Technical Occupations	
Air Traffic Control Specialist, Center (2)	28.96
Air Traffic Control Specialist, Station (2)	19.97
Air Traffic Control Specialist, Terminal (2)	21.99
Archeological Technician I	13.48
Archeological Technician II	15.08
Archeological Technician III	18.69
Cartographic Technician	20.24
Civil Engineering Technician	17.60
Computer Based Training (CBT) Specialist/ Instructor	20.82
Drafter I	9.50
Drafter II	14.05
Drafter III	17.18
Drafter IV	18.69
Engineering Technician I	14.51
Engineering Technician II	16.28
Engineering Technician III	19.90
Engineering Technician IV	24.64
Engineering Technician V	30.16
Engineering Technician VI	36.17
Environmental Technician	15.93
Flight Simulator/Instructor (Pilot)	24.18
Graphic Artist	19.92
Instructor	19.32
Laboratory Technician	14.51
Mathematical Technician	23.39

Paralegal/Legal Assistant I	17.04
Paralegal/Legal Assistant II	19.24
Paralegal/Legal Assistant III	23.53
Paralegal/Legal Assistant IV	28.47
Photooptics Technician	21.43
Technical Writer	23.99
Unexploded (UXO) Safety Escort	18.40
Unexploded (UXO) Sweep Personnel	18.40
Unexploded Ordnance (UXO) Technician I	18.40
Unexploded Ordnance (UXO) Technician II	22.27
Unexploded Ordnance (UXO) Technician III	26.69
Weather Observer, Combined Upper Air and Surface Programs (3)	12.63
Weather Observer, Senior (3)	14.01
Weather Observer, Upper Air	12.63
Transportation/ Mobile Equipment Operation Occupations	
Bus Driver	13.49
Parking and Lot Attendant	7.95
Shuttle Bus Driver	11.19
Taxi Driver	10.30
Truckdriver, Heavy Truck	12.17
Truckdriver, Light Truck	11.19
Truckdriver, Medium Truck	13.49
Truckdriver, Tractor-Trailer	13.99

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$2.15 an hour or \$86.00 a week or \$372.67 a month

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 8 years, and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year: New Year's Day, Martin Luther King Jr.'s Birthday, Washington's Birthday, Memorial Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE PARENTHESES AFTER THEM RECEIVE THE FOLLOWING BENEFITS (as numbered):

1) Does not apply to employees employed in a bona fide executive, administrative, or professional capacity as defined and delineated in 29 CFR 541. (See CFR 4.156)

2) APPLICABLE TO AIR TRAFFIC CONTROLLERS ONLY - NIGHT DIFFERENTIAL: An employee is entitled to pay for all work performed between the hours of 6:00 P.M. and 6:00 A.M. at the rate of basic pay plus a night pay differential amounting to 10 percent of the rate of basic pay.

3) WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am. If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime (i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

HAZARDOUS PAY DIFFERENTIAL: An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordnance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization, modification, renovation, demolition, and maintenance operations on sensitive ordnance, explosives and incendiary materials. All operations involving regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordnance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordnance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance, explosives, and incendiary material differential pay.

**** UNIFORM ALLOWANCE ****

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

**** NOTES APPLYING TO THIS WAGE DETERMINATION ****

Source of Occupational Title and Descriptions:

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations," Fourth Edition, January 1993, as amended by the Third Supplement, dated March 1997, unless otherwise indicated. This publication may be obtained from the Superintendent of Documents, at 202-783-3238, or by writing to the Superintendent of Documents, U.S. Government Printing Office, Washington, D.C. 20402.

Copies of specific job descriptions may also be obtained from the appropriate contracting officer.